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Agenda item 112

PERSONNEL QUESTIONS

Views of the staff representatives of the United Nations Secretariat

Note by the Secretary-General

The Secretary-General transmits herewith for consideration by the Fifth Committee a document submitted by the staff unions and associations of the United Nations Secretariat. The present document has been submitted pursuant to the provisions of paragraph 2 (a) of resolution 35/213 of 17 December 1980, whereby the General Assembly reiterated its readiness "to receive and consider fully the views of the staff as set out by a single recognized representative of the staff of the United Nations Secretariat in a document submitted through the Secretary-General under the agenda item entitled 'Personnel questions'".

Annex

VIEWS OF THE STAFF REPRESENTATIVES OF THE UNITED NATIONS SECRETARIAT

INTRODUCTION

1. In last year's report, we noted that in wide areas of the United Nations Secretariat, the staff were suffering from low morale. Several factors have contributed to worsen rather than improve the situation in the course of this year, and we cannot escape the impression that the morale of the staff is reaching new depths.

2. To a considerable degree, this is a result of developments relating to conditions of service. These are reviewed in a separate paper presented by the Coordinating Committee of Independent Staff Unions and Associations (CCISUA) under the item "United Nations common system", so there is no need to dwell on them here in detail. Suffice it to say that the impending reductions, in real terms, of both the salaries and pensions of the General Service and Related Categories resulting from decisions of the International Civil Service Commission (ICSC) have had a depressing effect.

3. The current restructuring of the Secretariat has been the other major negative factor. In the absence of direct information provided to the staff, rumours have been rampant, and while the repeated assurances by the Secretary-General that no staff member would lose his/her job have been noted with satisfaction, the freezing of a large number of vacant Professional posts is bound to affect careers severely. The moratorium on the granting of permanent appointments is a further source of concern.

4. It should be noted that the staff do not object to the idea of restructuring as such. As the international environment evolves, changes may indeed be necessary fsom time to time if the Organization is to remain effective, especially now that it is finally about to play the major role envisaged by its founders. However, in order to avoid unnecessary resistance, those affected by such change should be informed and consulted.

5. One major change in the role of the Organization has been the multiplication and expansion of peace-keeping and humanitarian operations in the field. Ever larger numbers of Headquarters staff, both Professional and General Service, have volunteered for such operations which frequently involve hardship and danger. Under these circumstances, the least one can expect is that their contribution be properly recognized and rewarded.

6. During this year, several civilian staff members of the United Nations system have made the ultimate sacrifice of their lives. On 11 September, on the occasion of Staff Day, the staff organized a special ceremony to honour their memory, as well as that of military peace-keeping personnel fallen while serving under the United Nations flag. By their very nature, peace-keeping

operations can never be entirely risk-free; however, we hope that Member States and the Secretary-General will take all necessary steps to minimize such risks.

I. SECURITY AND INDEPENDENCE OF THE INTERNATIONAL CIVIL SERVICE

7. Given the evolving role of the Organization, it is important that Member States not only reaffirm, but respect and strictly enforce the principles already agreed upon and embodied in the Charter, the Convention on the Privileges and Immunities of the United Nations and other internationally accepted legal instruments which protect United Nations staff from abuse, and guarantee their ability to perform their functions independently, with the security and safety necessary to do so. Since Member States are the only guarantors to these instruments, it is up to them to ensure their application.

8. It is also incumbent upon Member States to ensure that the mandates given to the Secretariat set out realistic objectives and do not jeopardize the security and safety of the staff out of political considerations or for reasons of expediency. To meet these objectives, close consultations with the Secretary-General are essential.

9. In the past, United Nations missions were dispatched only to areas where hostilities had been suspended. At present the Organization is involved in areas where there are active conflicts. Moreover, parties other than sovereign States are involved, which calls for additional precautions. To begin with, the measures set out in the Security Handbook should be applied in all situations.

10. If international civil servants are to continue fulfilling their roles as peace-keepers and peacemakers, respect for their personal safety and security must be the Organization's paramount responsibility. The growing list of abducted, detained, disappeared or killed staff members reflects the disregard for these obligations. Any attack on staff is an attack on the United Nations system and the principles for which it stands. Consequently, to ignore such violations is to compromise the integrity of the Organization and to impede its effectiveness.

11. The increasing number of staff members killed in the line of duty over the last year is a matter of grave concern to the staff. Never before in the history of the Organization have so many died in such a short period. At the time of the death of Dr. Pumpalova, a UNICEF staff member, representatives of the staff requested that a board of enquiry be established in such cases. The purpose would be not only to learn under what circumstances our colleagues have been killed, but also to avoid, if at all possible, such occurrences in the future.

12. It is essential that the legal and human rights of the staff of the Organization be upheld. The Organization must be allowed access to all staff who are detained. A United Nations medical team must also be allowed regular access, and due process of law must be assured, with proper legal representation, in accordance with the relevant articles of the Declaration of Human Rights.

13. It is also essential that violations be reported rapidly. The organizations should establish a centralized database, which should include the medical records and all other relevant information on each case, in order to facilitate consistent follow-up by Member States, the Organization and staff unions, in the event of arrest, detention or disappearance.

14. In order to maintain a legal link with any illegally detained staff members, it is vital that their contract with the Organization be automatically continued, regardless of length or type, until the matter is satisfactorily resolved and the Organization has been able to fulfil its obligations towards them.

15. The posts of staff members who are being detained should be blocked until their return, and their salary should continue to be paid. Moreover, every attempt should be made to assist their families in their absence. Too often, once detained, a staff member becomes a victim of the bureaucracy, quickly forgotten and relegated to a statistic, his/her rights disregarded by the Organization.

16. Another subject of grave concern to the staff is what happens to detainees once they are released. Every effort should be made to normalize their situation by reintegrating them as quickly as possible and providing the rehabilitation often required for those who have endured physical or psychological abuse. It is appalling to witness the dilemma of released colleagues trying to re-establish themselves within the international civil service. Some have resigned in disillusionment, some continue their struggle through the cumbersome system of the administration of justice, while others are left to rely on the goodwill of individual administrators. The Organization must establish procedures to deal with such cases.

17. The international community must take care never to forget detained staff members and their families. In many cases, it was the constant pressure of those outside who cared that allowed them to keep hope and, in some cases, kept them alive until their release. Due to timely and persistent efforts, the American, British and German hostages in the Middle East were finally released. Still our colleague Alec Collett remains unaccounted for and many others languish in jails in the same region. We call upon the Member States and the Secretary-General to increase their efforts to free our colleagues.

18. The position of locally recruited staff is more precarious than that of international staff. They are more vulnerable than their international colleagues because, though they serve with the same zeal and commitment, host countries do not perceive them as true international civil servants. As a

result their rights are violated far more than those of any other group, and they are more prone to detention and arrest. Local authorities feel that since these staff are nationals of the country, they have no obligation to answer to any outside authority and thus view the interest of the Organization as an intrusion - sometimes with grave consequences for the local staff. Particularly, in cases where the Organization has been forced to evacuate, local staff must generally be left behind to fend for themselves. We feel very strongly that efforts must be increased to protect locally recruited staff to ensure they are not victimized because of their employment by the Organization.

19. We welcome the Secretary-General's position that it is totally unacceptable for some staff members to receive national subsidies to support their emoluments. The subsidizing of staff members by their Governments is in violation of Staff Rules and Regulations as well as relevant General Assembly resolutions. By this practice, certain Governments single out their nationals for special treatment, putting the rest of the staff at a disadvantage. This is just as unacceptable as Governments imposing inferior treatment on their nationals. What is particularly interesting here is that some of the Governments who extend this special treatment to their nationals are the very ones that claim we are overpaid. Special treatment to induce nationals to join the service says a great deal about the ability of present salaries and emoluments to attract new recruits who meet the requirements of the Organization. Furthermore, such special treatment creates a conflict of interest vis-à-vis the Organization, which should not be taken lightly.

20. We have previously drawn attention to a number of anomalies under the system of pseudo-secondment (see document A/C.5/46/21, p. 5), which are in contravention of Article 100 and Article 101 of the Charter and undermine the independence of the international civil service. In the aftermath of Administrative Tribunal Judgement No. 482: Qui, Zhou and Yao (1990) and General Assembly resolution 45/239 A, the administration has reviewed the contractual status of hundreds of staff members on pseudo-secondment and has restored their rights as individuals employed by the Organization.

21. Such a favourable outcome has been primarily through the actions of staff members themselves, such as refusing to turn over large portions of their salaries and emoluments to their Governments, reporting illegal practices associated with the system of pseudo-secondment, taking their cases to the Administrative Tribunal, etc. Unfortunately, some of them have been subjected to various forms of retribution. In some cases, their performance reports were deliberately downgraded by their supervisors, which led to the non-renewal of appointments. In other cases, staff members who have been reinstated have been denied passports.

22. In the past decade, the host country for United Nations Headquarters has selectively and arbitrarily imposed restrictions on private travel of staff members of certain nationalities in contravention of the obligations under the Headquarters Agreement and Convention on the Privileges and Immunities of the United Nations. We are pleased to note that in the past two years the host

country has taken positive measures of wholly and partially lifting such restrictions on staff members of certain nationalities. However, it still maintains restrictions on staff members of some other nationalities, which all the more clearly reflects the discriminatory nature of such restrictions. We call upon the host Government to rescind without further delay such unjustified travel restrictions on staff members.

II. STAFF MANAGEMENT RELATIONS AND THE RESTRUCTURING OF THE SECRETARIAT

23. In our last report, we highlighted the importance of good staff-management relations to an efficient functioning of the Secretariat.

24. With the arrival of a new administration, unfamiliar with the functioning of the Organization, some initial difficulties may have been unavoidable. They have been compounded by the activities of an outside consultant, ostensibly designed to introduce modern methods of management yet its initial proposals hardly reflect a thorough understanding of the areas examined so far.

25. Of late, we have noted some improvement in this regard, at least to the extent that the existing staff-management consultation machinery, at the highest level dormant for several months, has now again started to function, and we hope that this represents a harbinger of the future. In the absence of good staff-management relations, the full potential of the staff cannot be released.

26. Particular concerns have arisen in some of the larger field offices of the Secretariat. We have noted a tendency for senior officials to make up their own rules and procedures, with insufficient control from the centre. The dangers inherent in such a situation have recently been illustrated by an alarming incident.

27. The question of taff-management relations assumes particular relevance in the context of restructuring. It has often been said that the staff are the Organization's most valuable resource. Currently there is a major exercise under way that will radically affect their situation in the Organization as well as their career prospects. For the first time in the history of the Organization, however, this is being done under the cloak of secrecy and without staff involvement of any sort.

28. The staff have repeatedly expressed their willingness to undertake additional work, and many have volunteered, without hesitation, for missions that entail hardship and danger. However, they find it both demoralizing and frustrating to work in a climate of uncertainty about their future, including threats of further erosion of their conditions of service. If the Organization is to run smoothly and efficiently, something will have to be done to dispel doubts and allay fears. Reassuring words that are then contradicted by later actions only serve to increase the level of anxiety.

29. The staff would like to believe that there is method in the current flurry of post cuts, downgrading and redeployment. Lacking information about the plan that may guide those measures, however, they can only see former departments dissolving under the restructuring process. No explanations are offered, and the staff are left to figure out what will come next and hope it will not come their way. Needless to say, any promises about an improvement in conditions of service in a vaguely defined future are bound to meet with understandable scepticism.

30. Leaving the staff in the dark about their future may be considered by some shrewd managerial tactics. However, one cannot but wonder whether the fear, resentment and mistrust such an approach generates will not in the long run be more counter-productive than the immediate surprise effect it achieves.

31. Yes, the staff may well be the Organization's most valuable resource. Even the most unsympathetic would have to concede that they are essential to its proper functioning. The staff are not opposed to change, but they want to be part of it in the best of the United Nations tradition. At this point, it is essential to overcome the paralysis of fear and start working constructively.

32. To that end, the channels of communication have to be reopened. Trust must be restored.

III. CAREER DEVELOPMENT AND TRAINING

33. A comprehensive career development plan as envisaged in General Assembly resolution 44/185 A of 19 December 1989 has yet to materialize. Some components of the career development plan promulgated in information circular ST/IC/62 of 1986 have been developed to varying degrees, but the plan as a whole has not been implemented. A new concept and a revised scope of career development have been introduced but remain untested, since not all the required components are in place yet.

34. In continuation of the efforts to create a viable and productive career development plan, the Staff Management Coordinating Committee (SMCC) XV Intersessional Working Group on Career Development put forward to SMCC XVI a set of suggestions and recommendations pertaining to a more flexible approach to job classification at the P-1 to P-4 levels as a means of improving career advancement opportunities under the current depressed conditions for promotions, and we hope that the obstacles to this idea can be overcome.

35. While efforts are mounted world wide for outside recruitment to the Professional category, a cadre of experienced and educated staff are permitted to stagnate in the General Service category owing to the extremely low number of posts made available for the competitive examination each year.

36. The competitive examination was intended to enable deserving staff members to be recruited into the Professional category. Fulfilment of this commitment requires restructuring the Professional category to make the P-1 and P-2 levels real working levels and stopping the practice of reclassifying P-1 and P-2 posts to the P-3 level where they are beyond the reach of deserving General Service staff members. Both the administration and the staff take great care to ensure that individuals do not circumvent the examination process, yet the administration is de facto doing exactly that by generally recruiting at the P-3 level. Addressing this problem represents the only hope of making the competitive examination process a viable career development solution for the General Service category.

37. At this particular time, the restructuring of the Secretariat presents an excellent opportunity to achieve the positive result of designing staffing tables which provide a logical career progression. The administration has abdicated its responsibility by refusing to establish a master staffing table for the entire Organization. This important task cannot be doled out to departments individually, since it then becomes impossible systematically and objectively to assess the needs of the Organization as a whole and clearly to identify posts for utilization. General Service staff at higher levels are capable of performing responsible, para-professional functions if only the staffing table and job descriptions were structured in such a way as to permit a degree of mobility within every department.

38. A proposal was made a few years ago to offer personal promotions to the G-5 level to staff who had been at the top of the G-4 category for more than 10 years. This proposal is pending and no further action has been taken. The administration needs to take a serious look at this proposal as one possibility of rewarding staff with long service.

39. It is the staff's position that if there is to be a viable career development plan, the loss of promotion opportunities caused by retrenchment in any particular area must be made up by making it easier for staff to move to expanding areas where possibilities for advancement exist.

40. The new promotion policy as reflected in administrative instruction ST/AI/373 has yet to be fully tested in an actual promotion cycle. Departmental reviews carried out to date have revealed a need for fine-tuning. Restructuring has had a negative impact: many posts have been frozen, and those that are available are not easily identified by those eligible to apply. The increased mission requirements and their effect on promotions also need to be evaluated. Thus, we are reserving our position on the new policy, which, at any rate, will have to be reviewed by the SMCC and revised as necessary with a view to its integration into the career development plan.

41. In the development of a career development plan, it was recognized that more resources must be budgeted for training. The Secretariat has the lowest budget for training programmes of the agencies in the United Nations system. The new directions mandated by the legislative bodies of the Organization

demand a more mobile staff adaptable to the full gamut of climatic and political environments of the world.

42. Training programmes should be structured to enable staff to obtain additional skills to advance themselves in their occupational field or to enter another field. The Organization currently offers training programmes lacking any system to indicate which staff members have acquired higher-level skills and how those skills will be effectively utilized.

43. The G-to-P examination is one area in which training is critically needed. Since the inception of the examination, the only training programmes available to assist staff preparing for the exam have been sponsored exclusively by the Staff Committee. In view of the fact that this examination is mandated by the General Assembly, the administration should take the initiative to organize appropriate seminars and propose self-study materials for staff.

44. For the Organization to function efficiently with reduced resources and an increased demand for peacemaking and humanitarian missions, a commensurate increase in relevant training programmes is an imperative. The Organization's training objectives must reach beyond staff improvement and career enhancement needs. A dynamic training programme aimed at developing a core of staff prepared for rapid redeployment must be an added goal.

45. We once more urge the General Assembly to increase the budgetary allocations for the financing of training activities.

IV. STATUS OF WOMEN IN THE SECRETARIAT

46. The General Assembly requested the Secretary-General to prepare a comprehensive study of the barriers to advancement of women and an action programme for the period 1991-1995, to be submitted at its forty-seventh session. For many years, the Secretary-General has been unsuccessful in improving the status of women in the Secretariat to an acceptable level. It is essential that we identify the specific obstacles and devise an action plan to eliminate them.

47. One of the facts uncovered by the International Civil Service Commission (ICSC) at its thirty-sixth session was that deep-seated negative attitudes and preconceptions continue to impede more rapid development. Training is the only way to overcome these obstacles.

48. The United Nations, like all other bureaucracies, is under fire for failing to utilize resources effectively. We can no longer afford the luxury of wasting our most valuable asset - human resources. It is essential that women be included at every level, particularly the policy-making level. It is unacceptable that occupations where women predominate - which is throughout the General Service category - should continue to be ignored as a promising source of recruitment for the higher categories. Within the General Service

category a cadre of experienced and educated women exists, representing both developing and developed countries.

49. For many years valuable guidance has been given by various symposia and other forums on human resources planning. The Organization cannot continue to sponsor such bodies only to have the results filed and the recommendations ignored. A central authority must be designated to follow up on the many excellent suggestions that have already been made. Recommendations without implementation clearly signal lack of commitment.

50. There is one issue of particular importance that is constantly overlooked - the provision of career and promotion opportunities within the General Service and Related Categories. The secretarial occupation is a case in point. The overwhelming majority of secretaries are women, who wage a continuing battle against stereotypical attitudes which stand in the way of proper recognition of their profession for the value and diversity of the work they perform. These negative attitudes have further translated into a lack of progression and opportunities for diversified career experience which are afforded other occupational groups - even within the General Service category itself. Over the years there have been many proposals and assurances by the Office of Human Resources Management that efforts would be made to rectify this imbalance. Two years ago a restructuring of the secretarial occupation was undertaken. Although limited results were released earlier this year, the exercise has not yet been completed and many posts are still awaiting classification.

51. Women serving in General Service occupations are entitled to have careers and promotions within the category. The focus for improving the status of women in this category should not be only promotion to the Professional level. This is an issue which has been overlooked for too long and which requires immediate further study.

52. There are a number of peripheral issues that are important to all staff but of particular relevance to women. It is critically important, if the Organization is to attract and retain highly qualified women, that the requirements for child-care facilities be carefully reviewed. Despite scarce resources, financing and expansion of facilities and subsidies for lower paid staff are investments that will yield a triple-fold return. All studies indicate that the resultant rise in productivity and staff morale is tremendous and that the benefits far outweigh the expenditure. Flextime, part-time work and job-sharing are also specially important to women, since they are the primary caregivers, not only for children, but also for spouses and secondary dependants in the family.

53. The staff applauds the recent affirmation by the Secretary-General of his intent to reinforce the existing policy on equal treatment of men and women and prevention of sexual harassment. The proposed policy statement and guidelines on sexual harassment will be an important step forward towards equality. It has taken a long time for the Secretariat to admit that the problem exists and to take corrective measures. It is therefore unfortunate

to note that, though agreed upon in August by the staff associations, they have not yet been endorsed by the Secretary-General. We firmly hope that the Secretary-General will give this issue his immediate attention and endorse the guidelines so that they can be implemented and disseminated with the priority they deserve. This will send a clear message system-wide that sexual harassment is as intolerable and unacceptable as every other form of discrimination and that, should it occur, it will be dealt with swiftly and firmly.

V. ADMINISTRATION OF JUSTICE

54. The staff strongly disagrees with the contention of the administration that the increased case-load of the justice system in the Secretariat is largely due to increased confidence of the staff in redress procedures. It is instead the result of a deterioration in the quality of administrative decision-making and consistent patterns of abuse in certain departments of the Secretariat. The refusal of the administration to admit such patterns will, regardless of reforms, continue to place additional burdens on the administration of justice in the Secretariat. Valuable resources are too often wasted defending the indefensible - namely, managers who have made conscious or unconscious errors. Those resources would be best spent developing training programmes on good management practices so that managers will know what is expected of them in order to avoid similar appeals in the future. The failure of administration to enforce staff rule 112.3, by which managers can and should be held financially responsible for violating regulations, rules and administrative instructions, will ensure that widespread abuse of authority will continue to be a major issue confronting the justice system of the United Nations. An immediate assessment should be undertaken by the Department of Administration and Management to review the departments to identify supervisors whose sections have recurring problems. Programme managers should be held accountable for their actions and those who repeatedly violate the rights of staff members should be removed. Disciplinary proceedings should be instituted against those officials whose behaviour is tantamount to misconduct.

55. We have on various occasions referred to the unfairness of a justice system where the Secretary-General may draw upon a full complement of professional attorneys in his employ while staff members may only have the assistance of current or retired staff members who are part of a totally volunteer advocacy. Such a system can only be viewed as prejudiced from the outset against the staff.

56. The present volunteer advocacy - the Panel of Counsel - is not given nearly enough secretariat support to perform its functions. The secretariat consists of two full-time staff members - a Coordinator and one support staff - handling the combined volume of cases in the entire Secretariat world wide at all levels, i.e., from the lower appellate bodies through the Administrative Tribunal. Additional resources are needed for paralegal services and intensive training to ensure that members have the knowledge,

skills and competence to properly defend the rights of the staff. The restructuring exercise has had a serious negative effect on the system of volunteer advocacy. Many of the best members have had their functions enlarged to the point where they can no longer devote time to the functions of counsel. We have brought these facts to the attention of the Under-Secretary-General for Administration and Management, who has committed himself to strengthening the administration of justice. However, that commitment needs to be followed by concrete actions, designed in particular to remedy the critical situation in the Panel of Counsel.

57. We fully support the position of the administration that problems that arise amongst the staff should be resolved as closely as possible to the place where they have arisen. It is incumbent upon the administration to take the necessary steps to develop adequate panels of counsel and discrimination at every duty station where they do not now exist. It is also essential that the administration do its utmost to consider positively recommendations to the largest extent possible, in order to build confidence in the informal reconciliation of grievances.

58. We welcome the role of the Administrative Review Unit (ARU) in trying to resolve potential appeals, thus obviating the need for more formal appellate review. However, the staff of the ARU is quite limited for this highly important function, and it would be of great benefit to both staff and administration to have the secretariat for this function increased. The enormous number of appeals, coupled with the variety of levels at which it is involved, will make it difficult for the ARU to continue fulfilling its extremely important conciliation function. An investment in resources for this purpose would yield substantial savings by reducing the number of cases which evolve into formal litigation.

59. Over the past few years great strides have been made towards achieving reforms in the administration of justice in the Secretariat and establishing an efficient and well-functioning grievance and disciplinary system. In particular, the Secretary-General's policy of accepting unanimous Joint Appeals Board recommendations except where major questions of law or principle are impinged was instrumental in legitimizing the work of the Board and instilling a true sense of justice for the staff. The most serious setback to the administration of justice in the United Nations has been the refusal of the current administration to honour this commitment. The failure to accept unanimous recommendations impugns the integrity of the Board. It is imperative that the administration reconsider its position on this issue and that the General Assembly take a serious look at the effect this retrogression is having on the system of justice in the United Nations.

60. The two main issues we have presented - increased scrutiny of JAB recommendations and the disadvantage of limiting staff to counsel from within the Secretariat - make the role of the Panel of Counsel more pronounced and its strengthening all the more imperative.

61. There are serious questions about the lack of due process in the current justice system. One arm of the Office for Human Resources Management, the Administrative Review Unit, reviews all claims against the Organization and defends those that come before the Joint Appeals Board. When the Joint Appeals Board makes a recommendation in a particular case, the recommendation is remanded to the Office of Human Resources Management for final review. It is inappropriate for the same office to review and defend a claim and subsequently advise the Secretary-General on the decision after litigation. The office that reviews the final recommendations of the Joint Appeals Board must be independent from the Office for Human Resources Management. Otherwise due process is not observed. Decisions must be taken only by the Secretary-General as the Chief Administrative Officer of the Organization.

Appendix

LIST OF STAFF MEMBERS WHOSE RIGHTS HAVE BEEN VIOLATED BY STATES MEMBERS OF THE UNITED NATIONS*

Afghanistan

Bismillah Kamkai (UNDP)	Executed (arrested 05.05.79)
Tawakal Shah (UNICEF)	Imprisoned 08.06.81; Died in prison
Daulat Mir (FAO)	Detained 28.08.84; Conscripted into Army
Saleem Hairan (FAO)	Forced into Army 27.01.88 while holding valid exemption card
Mohammed Omar (FAO)	Detained 17.05.89; Conscripted into Army
Najibullah Bekeran (UNCHS (Habitat))	Killed 20.07.92

Argentina

Viviana Micucci (WHO)	Disappeared (arrested 11.11.76)

Cambodia

Russell Stuart (Lt.-Col.) (UNTAC)	Wounded 26.02.92

Chile

Fernando Olivares-Mori (ECLAC)	Killed (arrested 06.10.73)
Carmelo Soria Espinosa (ECLAC)	Killed (arrested 14.07.76)

China

Yue Jiang (IAEA)	Under country detention; prevented from resuming his post after home leave since 02.09.89

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* Statistics for UNRWA staff as at June 1992.

Egypt

Zuhair Husain Adwan (UNRWA)	Detained 01.04.89; deported to the Libyan Arab Jamahiriya

Ethiopia

Melake Belay (ECA)	Arrested 15.10.78 (unaccounted for)
Tesfamariam Zeggae (ECA)	Detained 02.03.82 Released 23.05.91
Ghennet Mebrahtu (WHO)	Detained 08.06.89 Released 23.05.91
Roshan Beraki (UNICEF)	Arrested March 91 Released and rearrested 17.08.91
Kassu Asgedon (WFP)	Detained 04.09.91
Tekuye Muhe (UNHCR)	Killed 11.03.92
Lourenço Mutaca (UNHCR)	Killed 31.03.92

Guatemala

Konrad Schultz (UNIDO)	Killed May 1982

Israeli authorities in Gaza Strip

El Nabil Mohammad Al-Ajrami (UNRWA)	Imprisoned 27.07.85 a/
Mohammad Salman Abu Ghubait (UNRWA)	Imprisoned 27.07.85 a/
Daifalla Umar Zayed Abu Samhadanah (UNRWA)	Imprisoned 05.03.86 a/
El-Haidar Sa'di Al-Aila (UNRWA)	Imprisoned 07.04.87 a/
Mahmoud Hasan Ismail Zaqqout (UNRWA)	Imprisoned 30.08.87 a/
Marwan Izzat Qassem Ali (UNRWA)	Detained 25.01.88 Released 24.10.90
Ibrahim Fawzi El-Kurd (UNRWA)	Detained 17.04.88
Husain Ibrahim Abu Nar (UNRWA)	Detained 15.08.88 Released 14.10.90
Abdul Fattah Hasan Dukhan (UNRWA)	Detained 18.09.88 Released 16.10.90
Fayez Nour Salha (UNRWA)	Detained 21.11.88
Ramadan Tawfiq Dahalan (UNRWA)	Imprisoned 24.01.89 b/ Released 14.12.91
Anwar Khalil Maliha (UNRWA)	Detained 02.02.89
Majed Mohammad Abu El Auf (UNRWA)	Detained 26.02.89 Released 24.02.91
Nabil Ibrahim El Sawalhi (UNRWA)	Detained 18.05.89
Ismail Hasan Abu Shanab (UNRWA)	Detained 30.05.89

Israeli authorities in Gaza Strip (continued)

Hassan Abdul Hamid Dib (UNRWA)	Detained 30.05.89
Hasan Ibrahim Muzayyen (UNRWA)	Detained 31.05.89
Awni Mohammad Abu Saif (UNRWA)	Detained 31.05.89
Munir Mohammad El Masawabi (UNRWA)	Detained 31.05.89
	Released 30.11.90
Mohammad Ibrahim Noufal (UNRWA)	Detained 03.06.89
	Released 03.04.91
Anwar Ali Al Barawi (UNRWA)	Detained 21.06.89
Mahmoud Ahmad Abu Zayeda (UNRWA)	Imprisoned 31.07.89
Ibrahim Salah El Saiqali (UNRWA)	Imprisoned 01.08.89
Dawoud S. El Mudallal (UNRWA)	Detained 02.08.89
Jamal Abdala Abu Zubeida (UNRWA)	Detained 03.08.89
	Released 23.12.90
Ali Saleh Darwish (UNRWA)	Imprisoned 07.08.89
Nawwaf Jamil Awwad (UNRWA)	Detained 08.08.89
Mohammad Abdul Rabbu Abu El Kas (UNRWA)	Detained 17.08.89
	Released 01.07.91
Abdul Rahman Nayef El Slaibi (UNRWA)	Detained 10.09.89
	Released 27.08.91
Salman Ahmad Abu Aql (UNRWA)	Detained 12.09.89
	Released 08.11.90
Said Mahmoud El Aila (UNRWA)	Detained 25.09.89
	Released 20.08.90
Khaled Abdul Rahman Matar (UNRWA)	Detained 21.11.89
Jamil Yusuf Ulayyan (UNRWA)	Detained 03.12.89
Mahmoud Hassan Humaid (UNRWA)	Imprisoned 12.12.89
	Released 11.06.90
Shawkat Abdul Rahman Abu Safiya (UNRWA)	Detained 17.12.89
	Released 05.07.90
Hafez Mahmoud El Sharif (UNRWA)	Imprisoned 18.12.89
	Released 17.12.91
Fathi Samih Abu Qamar (UNRWA)	Detained 09.01.90
	Released
Mohammad Abbas Hassouna (UNRWA)	Detained 17.01.90
	Released 10.07.90
Salem Sulaiman Abu Madi (UNRWA)	Detained 22.01.90
Hasan Juma Awad (UNRWA)	Detained 22.01.90
	Released 15.07.90
Imad Mohammad Abu Aukal (UNRWA)	Detained 23.01.90
	Released 22.11.90
Hatam Roubin El Jaish (UNRWA)	Detained 14.02.90
	Released 31.07.90
Taysir Abdul Fattah Eid (UNRWA)	Detained 26.02.90
	Released 15.08.90
Numan Ali El Madhoun (UNRWA)	Detained 12.03.90
	Released 06.08.90
Suhail Said El Hasheem (UNRWA)	Imprisoned 30.03.90
Jamal Darwish El Madhoun (UNRWA)	Detained 08.04.90
	Released 30.06.91

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Israeli authorities in Gaza Strip (continued)

Basem Yusef El Fadi (UNRWA)	Detained 21.04.90 Released 19.07.90
Jamal Mohammad Miqdad (UNRWA)	Imprisoned 02.05.90
Riyad Abdul Rahman Matar (UNRWA)	Detained 03.05.90 Released 11.09.90
Taysir Abdul Aziz Abu Fanouna (UNRWA)	Detained 09.05.90 Released 10.07.90
Ahmed Mohammad Hamdan (UNRWA)	Detained 13.05.90 Released 08.01.91 Rearrested 22.12.91
Khaled Shaban Awad (UNRWA)	Detained 17.05.90 Released 01.07.91
Mahmoud Husain Jarbu (UNRWA)	Detained 23.05.90 Released 19.09.90
Majed Ahmad El Malfouh (UNRWA)	Detained 24.05.90
Abdel Moati Libhaisi (UNRWA)	Killed 11.05.92
Abdul Qader Majid Abu Shawish (UNRWA)	Detained 27.05.90 Released 26.02.91
Mahmoud Ahmad Murad (UNRWA)	Detained 02.06.90 Released 01.11.90
Zuhair Ahmed Ashour (UNRWA)	Detained 11.06.90 Released 05.02.91
Fadel Said Shalayel (UNRWA)	Detained 16.06.90 Released 15.10.90
Jamal Sulaiman El Arqan (UNRWA)	Detained 17.07.90 Released 20.06.91
Taysir Mohammad Abdul Jawwad (UNRWA)	Imprisoned 30.07.90 Released 29.10.91
Bashir Uthman El Ghalayini (UNRWA)	Detained 19.08.90 Released 14.01.91
Adel Ali Abu Ghali (UNRWA)	Detained 25.08.90
Raed Zaki Adwan (UNRWA)	Detained 25.08.90
Husain Khalil El Burdaini (UNRWA)	Detained 25.08.90
Zakariya Adel Abu Sulaima (UNRWA)	Detained 26.08.90 Released 24.09.90
Mohammad Mohammad Mishmish (UNRWA)	Detained 28.08.90 Released 21.12.90 Rearrested 13.09.91 Released 15.12.91
Ahmad A. Latif El Ashqar (UNRWA)	Detained 06.09.90 Released 22.08.91
Khaled Taha El Amya (UNRWA)	Detained 12.09.90 Released 06.06.91
Ibrahim Sadi Lulu (UNRWA)	Detained 20.09.90
Abdalla Ismail Abu Shawareb (UNRWA)	Detained 06.11.90
Abed Rabbu Hussein Abu Aun (UNRWA)	Detained 10.11.90 Released 05.09.91
Mahmoud A. Hamid Mohammad (Dr.) (UNRWA)	Detained 22.11.90

Israeli authorities in Gaza Strip (continued)

Jabr Abdalla Nijim (UNRWA)	Detained 30.11.90 Released 20.05.91
Mohammad A. Hay Nabhan (UNRWA)	Detained 15.12.90 Released 13.06.91
Abdel Fattah Hasan Dukhan (UNRWA)	Detained 15.12.90 Released 05.06.91
Hammad Ulayyan El Hasanat (UNRWA)	Detained 15.12.90 Released 04.06.91 Rearrested 11.09.91 Released 28.09.91
Imad Eddin Mohammad Abu Zanouna (UNRWA)	Detained 24.12.90 Released 03.10.91
Said Abed Shabat (UNRWA)	Detained 27.12.90 Released 28.05.91
Suheil Hasan Al Sayyed (UNRWA)	Detained 03.01.91
Abdalla Yusuf Awad (UNRWA)	Detained 07.01.91
Mahdi Musa El Dawahidi (UNRWA)	Detained 10.01.91
Nafez Suleiman El Jub (UNRWA)	Detained 14.01.91
Juma Salim El Haj Ahmad (UNRWA)	Detained 14.01.91
A. Nabi Said El Rantisi (UNRWA)	Detained 23.01.91
Zudi Khamis Amsha (UNRWA)	Detained 04.02.91 Released 05.08.91
Zuhdi Khamsi Amsha (UNRWA)	Detained 12.02.91 Released 05.08.91
Assad Jamil El Rantisy (UNRWA)	Detained 12.02.91
Khaled Mohammad Al Sheikh Id (UNRWA)	Detained 13.02.91 Released 24.05.91
Saber Abdalla Abu Amrah (UNRWA)	Detained 04.03.91 Released 15.05.91
Salah A. Rabbu Abu El Jidyan (UNRWA)	Detained 21.03.91 Released 08.12.91
Bashir Uthman El Ghalayini (UNRWA)	Detained 22.03.91
Jamal Atiya Tayeh (UNRWA)	Detained 22.03.91 Released 04.12.91
Mohammad Khalil El Khaldi (UNRWA)	Detained 09.04.91 Released 05.09.91
Ghassan Musued El Arabid (UNRWA)	Detained 09.04.91 Released 09.06.91
Zuhair Mohammad Zedan (UNRWA)	Detained 22.04.91 Released 27.11.91
A. Karim Madyouf Shaath (UNRWA)	Detained 12.05.91 Released 19.06.91
Jalal Diab Barakat (UNRWA)	Detained 18.05.91 Released 06.06.91
Khaled Darwish Ashour (UNRWA)	Detained 25.05.91
Mohammad Zaki El Atawneh (UNRWA)	Detained 03.06.91
Ahmad Mahmoud Rafee (UNRWA)	Detained 02.07.91
Azmi A. Karim Hammad (UNRWA)	Detained 09.07.91 Released 19.12.91

Israeli authorities in Gaza Strip (continued)

Jamel Abdalla Abu Zubaida (UNRWA)	Detained 09.07.91
	Released 08.08.91
Iyad Isa Abu Areeda (UNRWA)	Detained 10.07.91
	Released 26.07.91
Naim Ahmad Hamdan (UNRWA)	Detained 01.08.91
	Released 02.08.91
	Rearrested 24.09.91
	Released 30.01.92
Rafta A. Rahim Abu Hashem (UNRWA)	Detained 07.08.91
	Released 12.09.91
Ghassan Musaed El Arabid (UNRWA)	Detained 11.08.91
Khaled Mohammad Al Sheikh Id (UNRWA)	Detained 12.11.91
Hilmi Naim El Aila (UNRWA)	Detained 13.08.91
	Released 25.11.91
Muhammad Deeb Amer (UNRWA)	Detained 18.08.91
	Released 16.12.91
Maher Sulaiman Adasi (UNRWA)	Detained 18.08.91
	Released 05.09.91
Hatem Roubin El Jaish (UNRWA)	Detained 21.08.91
Ahmad A. Jabbar Hamad (UNRWA)	Detained 02.09.91
	Released 19.09.91
Ismail Khalil Salama (UNRWA)	Detained 01.10.91
Shehda Mohd Abu Tayeh (UNRWA)	Detained 18.10.91
Nahed Mahmoud Abu Harb (UNRWA)	Detained 28.10.91
	Released 08.11.91
Jamal Abdalla Abu Zubaida (UNRWA)	Detained 28.10.91
	Released 15.11.91
Said Mohammad Siam (UNRWA)	Detained 29.10.91
Munir Khaled El Ghoul (UNRWA)	Detained 30.10.91
Hamdi Mahmoud Matar (UNRWA)	Detained 31.10.91
Omar Yusuf Ulayyan (UNRWA)	Detained 03.11.91
	Released 10.12.91
Zaher Ramadan El Kurdi (UNRWA)	Detained 07.11.91
Khaled Mohammad Al Sheikh Id (UNRWA)	Detained 12.11.91
Jaber Zayed Abu Rezeq (UNRWA)	Detained 13.11.91
Ramadan Mohammad Dada (UNRWA)	Detained 25.11.91
	Released 06.12.91
Ibrahim Ahmad Qandil (UNRWA)	Detained 04.12.91
Mazen Salim El Arbid (UNRWA)	Detained 05.12.91
	Released 18.12.91
Hasan Mahmoud Lubbad (UNRWA)	Detained 06.12.91
Ahmad Abed Taleb (UNRWA)	Detained 06.12.91
Hasan Mahmoud Lubbad (UNRWA)	Detained 06.12.91
Hasan A. Rahim Abu Hashim (UNRWA)	Detained 08.01.92
	Released 24.01.92
Samal Abda..a Lafi (UNRWA)	Detained 08.01.92
Husni Mohammad El Ajrami (UNRWA)	Detained 16.01.92
Hassan Ahmad Mansour (UNRWA)	Detained 11.02.92

Israeli authorities in Gaza Strip (continued)

Ayyoub A. Aziz Khaddoura (UNRWA)	Detained 18.02.92
Mithqal Mahmoud Abu Daher (UNRWA)	Detained 24.03.92
Mohammad A. Raouf Raba (UNRWA)	Detained 22.06.92

Israeli authorities in West Bank

Said Ali Abdul Had Banat (UNRWA)	Imprisoned 22.07.85 a/
Mohmoud Mustafa Abdallah Ramahi (UNRWA)	Imprisoned 07.11.86 a/
Mohammad Imad Abdallah Abdul Rahman Jabr (UNRWA)	Imprisoned 27.11.87 a/
Yousef Ismail Shaban (UNRWA)	Detained 08.08.88 a/
Marwan Ismail Hudeib (UNRWA)	Detained 21.12.88
Bassam Nihad Ibrahim Jarrar (UNRWA)	Detained 15.05.89
	Released 16.11.89
	Rearrested 03.04.90
	Released 30.09.90
Ahmad Fares Odeh (UNRWA)	Detained 28.06.89
Akram Saed Eddin Dukmaq (UNRWA)	Detained 16.01.90
	Released 24.03.91
Harbi Mohammad Toumalieh (UNRWA)	Detained 27.02.90
	Released 04.07.90
Khalid Ali Othman Seifi (UNRWA)	Detained 05.03.90
	Released 25.07.90
Imad Arafat Abu Libdeh (UNRWA)	Detained 07.03.90
	Released 04.02.91
Niaz Farah Mohammad Mazaraa (UNRWA)	Detained 13.03.90
	Released 12.12.90
Hani Ali Mohammad Beydoun (UNRWA)	Detained 20.03.90
Ahmad Ramadan Mteir (UNRWA)	Detained 24.03.90
	Released 09.08.90
Yasir Kazmuz (UNRWA)	Killed 28.03.90
Bassam Nihad Ibrahim Jarrar (UNRWA)	Detained 03.04.90
	Released 30.09.90
Basima Farouq Odeh Yacoub (UNRWA)	Detained 09.05.90
Nariman Ribhi Rashid Ilayyan (UNRWA)	Detained 10.05.90
	Released 18.09.90
Adnan Mohammad Ahmad Hammash (UNRWA)	Detained 10.05.90
	Released 01.08.90
Yahya Hasan Najjar (UNRWA)	Detained 11.05.90
	Released 12.11.90
Naser Mohammad Jibril Zubeidi (UNRWA)	Detained 24.05.90
	Released 01.10.90
Salameh Salim Rihan (UNRWA)	Detained 01.06.90
Mohammad Khalil Yousef El Bayed (UNRWA)	Detained 11.06.90
	Released 07.12.90
Imad Saed Eddin Qatami (UNRWA)	Detained 04.07.90
Mohd Fares Ibrahim Saqer (UNRWA)	Detained 25.06.90
	Released 24.12.90

Israeli authorities in West Bank (continued)

Ibrahim Mohammad Abu Arqoub (UNRWA)	Detained 27.06.90
	Released 10.07.90
Ibrahim Ali Khaled Al Masri (UNRWA)	Detained 30.06.90
	Released 29.09.90
Imad Saed Eddin Qatami (UNRWA)	Detained 04.07.90
Ibrahim Mohammad Hattab (UNRWA)	Imprisoned 07.08.90
Mohammad Ali Hussein Omar (UNRWA)	Detained 11.09.90
Mohammad Taysir Irsan Twair (UNRWA)	Detained 12.09.90
	Released 16.07.91
Yaish Ibrahim A. Qader Naklieh (UNRWA)	Detained 31.10.90
Mohammad Ali El Faqih (UNRWA)	Detained 28.11.90
	Released 29.08.91
Thabet Ahmad Mohammad Abdullah (UNRWA)	Detained 03.12.90
	Released 31.10.91
Ahmad Ali Ahmad (UNRWA)	Detained 14.12.90
	Released 13.05.91
Tayseer Mustafa Abdallah Zeid (UNRWA)	Detained 18.12.90
Husni Mohammad Ahmad Borini (UNRWA)	Detained 23.12.90
Khader Mahmoud Said Jawabreh (UNRWA)	Detained 26.12.90
Osama Jameel Al Bast (UNRWA)	Detained 28.12.90
	Released 26.09.91
Hussein Mohammad Hussein Salim (UNRWA)	Detained 14.01.91
	Released 13.10.91
Tahseen Abdul Aziz Zied (UNRWA)	Detained 29.01.91
	Released 27.08.91
Walid Rubin Al Khatib (UNRWA)	Detained 11.02.91
Fawzi Ali Jiddo (UNRWA)	Detained 13.02.91
	Released 05.06.91
Khaled Mohammad Hasan Hussein (UNRWA)	Detained 17.02.91
	Released 16.05.91
Ahmad Mansour Ibreiqeh (UNRWA)	Detained 03.03.91
	Released 02.08.91
Abdul Hamid Talal Maari (UNRWA)	Detained 14.03.91
Kamal Abdul Rahman Salem (UNRWA)	Detained 14.03.91
Abdul Hamid Talal Al Maari (UNRWA)	Detained 14.04.91
Mohammad Sameeh Ragheb Massad (UNRWA)	Detained 23.04.91
	Released 22.05.91
Jihad Hikmat Khalil Assi (UNRWA)	Detained 15.05.91
Mohammad Ibrahim Toumalieh (UNRWA)	Detained 27.05.91
Hassan Abdul Latifkamal (UNRWA)	Detained 01.07.91
	Released 11.07.91
Ribhi Otman Wakkad (UNRWA)	Detained 24.07.91
	Released 25.07.91
Dirar Abdullah Barakat (UNRWA)	Detained 30.07.91
	Released 21.08.91
Mohammad Khalil Yousef Al Bayed (UNRWA)	Detained 09.08.91
Sufiyan Saed Eddin Dasouqi Jaber (UNRWA)	Detained 09.08.91
Mohammad Khalil Yousef Al Bayed (UNWRA)	Detained 19.08.91

Israeli authorities in West Bank (continued)

Mahmoud Abdul Rahman Abu Sabiha (UNRWA)	Detained 15.12.91 Released 25.12.91
Amin Ahmad Abdul Abu Shalbak (UNRWA)	Detained 01.01.92
Naser Yusuf Matar (UNRWA)	Detained 22.01.92
Fawzi Said Al Qatouni (UNRWA)	Detained 30.01.92
Bishara George Khoury (UNRWA)	Detained 06.02.92 Released 07.02.92
Husni Mohammad Husein Masri (UNRWA)	Detained 22.02.92

Jordan

Mohammad Juma Yousef Othman (UNRWA)	Detained 23.07.91 Released 07.09.91
Mahmoud Khalil Rashid Mohammad (UNRWA)	Detained 31.07.91 Released 01.09.91
Mufid Jamal Majid Bali (UNRWA)	Detained 05.08.91 Released 08.09.91
Nabeel Nazmi Fares Mustafa (UNRWA)	Detained 06.08.91 Released 01.09.91
Yousef Al Awadi (UNRWA)	Detained 22.10.91 Released 13.11.91
Yousef Mohammad Awadi (UNRWA)	Detained 13.11.91 Released 16.11.91

Kenya

Omar Wafiq Saber (UNRWA)	Detained 26.11.91 Released 30.11.91 Rearrested 19.02.92 Released 26.02.92
Kheireddin Ahmad Kemani (UNRWA)	Detained 09.12.91 Released 15.12.91
Hussein Abu El-Haija (Dr.) (UNRWA)	Detained 20.01.92
Salim Lone (United Nations)	Citizenship revoked 05.09.86 without due process of law
Paul Were (ECA)	Detained 17.01.92 Released 18.01.92
Avi Rappaport (ICAO)	Killed 20.07.92

Lebanon (Syrian Armed Forces)

Zaki Hamadeh (UNRWA)	Detained 18.03.86 Released 12.03.91
Fayyad Mohammad Freiji (UNRWA)	Detained 27.11.86 Released 13.03.91

Lebanon (Syrian Armed Forces) (continued)

Samir Ishkuntana (UNRWA)	Detained 07.04.87 Released 12.03.91
Zeidan Yassin (UNRWA)	Detained 27.05.87 (died in prison)
Rifa't Ayoub (UNRWA)	Detained 14.01.88 Released 12.03.91
Ahmad Juma Arabi (UNRWA)	Detained 31.10.88 Released 12.03.91
Majed Kanj (UNRWA)	Detained 27.02.89 Released 01.03.91
Nayef Al Araj (UNRWA)	Detained 18.09.89 Released 06.02.91
Khaireddine Kawash (UNRWA)	Detained 06.04.91 Released 01.06.91

Lebanon (militias or unknown elements)

Mahmoud Hussein Ahmad (UNRWA)	Detained 22.03.83
Mohammad Ali Sabah (UNRWA)	Detained 22.03.83
Alec Collett (UNRWA)	Abducted 25.03.85
El-Mohammad Mustafa Hajj Ali (UNRWA)	Detained 28.11.86
Nabila Breir (Mrs.) (UNICEF)	Killed 17 or 18.12.86
Abid Jawad (UNIFIL)	Killed 21.05.87
Jebreal Ibrahim Darnish (UNIFIL)	Killed 26.05.87
William Richard Higgins (Lt.-Col.) (UNTSO)	Abducted 17.02.88 Killed
Said Zeidan (UNRWA)	Missing 20.11.89 Released 03.12.89
Gena Hlass (Mrs.) (UNICEF)	Killed 08.12.89

Mauritania

Demba Niang (FAO)	Expelled 02.05.89
Ndiome Pouye (FAO)	Expelled 02.05.89
Amadou Dieng (FAO)	Expelled 06.05.89
Abdul Diallo (UNDP)	Expelled 18.05.89
Afton Ba Diallo (UNDP)	Expelled 22.05.89
Abdoulaye Diaw (FAO)	Arrested 23 or 24.05.89 Expelled 24.05.89
Mouhamedou Ba (FAO)	Expelled 12.06.89
Moussa Sagna (UNDP)	Expelled 08.07.89
Yassin Ba (Mrs.) (FAO)	Expelled 1989

Pakistan

Wadood Abdul Fattah (WFP)	Abducted 03.09.89
Kimio Kasashima (WFP)	Killed 14.06.92

Senegal

Yousouph Badiane (WFP)	Detained 22.06.90 Released
Magloire Badiane (WFP)	Detained 22.06.90 Released

Somalia

Nurradin Jeylan (UNDP)	Detained 03.07.88
Zainab Aw Jama Adan (WFP)	Missing since 04.08.88
Ahmed Mohamed Ali (WFP)	Detained 24.05.90
K. Abdel-Rahman (UNHCR)	Attacked and severely injured on United Nations premises 30.05.90
Adan Harun Abrar Farah (UNHCR)	Attacked December 1990 (died 08.12.90)
Issak Darod Dhagan (UNHCR)	Killed December 1990
Abdillahi Sheikh Omar (UNHCR)	Killed 02.07.91
Eugene Leonenko (UNICEF)	Attacked and wounded 05.01.92
Marta Pumpalova (Dr.) (UNICEF)	Killed 05.01.92
Abdi Maalim Garad (United Nations)	Killed 24.03.92

Sudan

Frazer Fedit Aryamba (WFP)	Killed 21.12.89
Roko K. Biro (UNICEF)	Detained 07.07.92
Wilma Gomez (Ms.) (UNICEF)	Killed 29.09.92
Miyut Maung (UNICEF)	Killed 29.09.92
Francis Ngure (UNICEF)	Killed 29.09.92

Syrian Arab Republic

Abdalah Daker Hayatli (UNRWA)	Missing 20.04.80
Izzedine Hussein Abu Kreish (UNRWA)	Detained 11.09.80
Ali Said Shihabi (UNRWA)	Detained 31.03.82 Released 15.12.91
Sa'di Mohammad Zeidan (UNRWA)	Died in prison 07.07.87
Ahdallah Issa (UNRWA)	Detained 06.10.85 Released 11.06.90
Sami Izza (UNDOF)	Detained 06.10.85 Released

Syrian Arab Republic (continued)

Mohammed Kteileh (UNRWA)	Detained 24.03.86 Released 11.03.91
Fadel Mohammad Kheir Salman (UNRWA)	Detained 01.04.86 Released 10.11.87
Yaser Hassan Jalbout (UNRWA)	Detained 05.04.86 Released 11.03.91
Sa'adi Mohammad Zeidan (UNRWA)	Deceased 07.07.87
Majed Salti (UNRWA)	Detained 17.05.90 Released 18.05.91
W. Jakhlab (UNRWA)	Detained 17.12.90 Released 27.12.90
Hasan Saleh (UNRWA)	Detained 28.09.91 Released 09.10.91

Uganda

Angello Arikwang (WFP)	Killed following ambush 15.03.90
Lily Nakiru (Ms.) (WFP)	Wounded following ambush 15.03.90

Zambia

Abel Nyirenda (FAO)	Arrested 16.03.89 Died on 29.04.89 following beatings

Other colleagues

Evner Ergun (United Nations)	Assassinated by unknown persons in Austria 19.11.84
Hugues Olivier (UNIDO)	Attacked at gunpoint in Côte d'Ivoire 12.09.91
Aram Husenic (UNESCO)	Killed in Nigeria 12.08.92

Families of United Nations staff members under detention

Ussama Bassa, Ibrahim Mussa Bkeirat, Amer Mohammad Hammad, sons of locally recruited staff members under detention by Israeli authorities.

Notes

a/ Imprisoned following closed trial. The United Nations was denied access to the staff member even at the time of sentencing.

b/ The United Nations was allowed access to the staff member on one occasion.

UNITED
NATIONS

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Forty-seventh session
FIFTH COMMITTEE
Agenda item 104

PROGRAMME BUDGET FOR THE BIENNIUM 1992-1993

Revised estimates resulting from resolutions and decisions of the Economic and Social Council at its substantive session of 1992

Report of the Secretary-General

1. The present report deals with the additional requirements resulting from resolutions and decisions adopted by the Economic and Social Council at its substantive session of 1992. In accordance with paragraph 3 of rule 31 of its rules of procedure, the Council was provided, where appropriate, with a statement of programme budget implications prior to the adoption of the resolutions and decisions. A summary table of all resolutions and decisions for which statements of programme budget implications were submitted is contained in the annex to the present report. It should be noted that the statement which was submitted to the Council in connection with the adoption of resolutions 1992/22 and 1992/24 relating to crime prevention and criminal justice indicated that the programme budget implications of these resolutions would be dealt with in the context of a separate report on revised estimates under section 21 (Social development and humanitarian affairs) of the programme budget for the biennium 1992-1993, in accordance with the provisions of General Assembly resolution 46/152 of 18 December 1991, on the creation of an effective United Nations crime prevention and criminal justice programme.

2. The total estimated requirements arising out of resolutions and decisions adopted by the Economic and Social Council amount to $2,158,900 for the biennium 1992-1993 and $5,132,800 for the biennium 1994-1995, totalling $7,291,700.

3. The total requirements cover both substantive ($3,183,700) and conference-servicing ($4,108,000) costs, as shown below:

	1992-1993	1994-1995	Total
		(United States dollars)	
Substantive costs	914 700	2 269 000	3 183 700
Conference-servicing costs	1 244 200	2 863 800	4 108 000
Total	2 158 900	5 132 800	7 291 700

4. The estimates of conference-servicing requirements referred to in paragraph 3 above were calculated on a full-cost basis. With regard to the biennium 1992-1993, the cost estimates for conference-servicing requirements ($1,244,200) are based on the assumption that no part of the conference-servicing requirements would be met from within the permanent conference-servicing capacity under section 41 (Administration and management) of the programme budget for the biennium 1992-1993 and that additional resources would be required for temporary assistance for meetings. The extent to which the Organization's permanent capacity would need to be supplemented by temporary assistance resources can be determined only in the light of the calendar of conferences and meetings for 1992-1993. In accordance with established practice, provisions have been made in the programme budget for the biennium 1992-1993 not only for meetings already known at the time of the budget preparation, but also for meetings or extensions of such meetings that may be authorized subsequently, based on the pattern that has emerged over the previous five years. On that basis, it is estimated that no additional resources would be required under section 41 of the programme budget for the biennium 1992-1993 as a result of the adoption of the resolutions and decisions by the Economic and Social Council.

5. Total requirements for the biennium 1992-1993, other than conference-servicing costs, arising from the resolutions and decisions adopted by the Economic and Social Council are estimated at $914,700. Of that amount, $572,200 relate to the full cost of preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace (decision 1992/272), for which an appropriation of $522,200 has already been approved in the programme budget for the biennium 1992-1993. Consequently, net requirements would amount to $392,500.

6. In turn, these net requirements for the biennium 1992-1993 include an initial estimate ($100,000) of the costs arising from Economic and Social Council decision 1992/305, on the situation of human rights in the territory of the former Yugoslavia. Activities of the kind mandated for 1992 under the terms of the resolution adopted by the Commission on Human Rights on the subject and endorsed by the Economic and Social Council have, since the biennium 1986-1987, been considered as "perennial activities". The cost of these activities should normally be met from the provisions initially made in

section 28 (Human rights) of the programme budget for the implementation of Economic and Social Council mandates. However, following a review of the requirements for the implementation of that resolution in the context of the overall resources available under section 28, it is proposed to submit to the General Assembly separate revised estimates under section 28 which would, inter alia, include additional requirements arising from Economic and Social Council decision 1992/305.

7. On that basis, additional net requirements for activities derived from resolutions and decisions of the Economic and Social Council not provided for in the programme budget for the biennium 1992-1993 and requiring use of the contingency fund are estimated at $292,500 at this stage.

8. In accordance with the guidelines for the use and operation of the contingency fund, a total appropriation of $292,500 is requested under sections 21 (Social development and humanitarian affairs), 23 (Economic Commission for Africa), 24 (Economic and Social Commission for Asia and the Pacific), 26 (Economic Commission for Latin America and the Caribbean), 27 (Economic and Social Commission for Western Asia) and 28 (Human rights) of the programme budget for the biennium 1992-1993. Further details are provided in paragraphs 9 to 27 of the present report by resolution and relevant budget section. A review of alternatives in the event that these estimates would exceed the balance available in the contingency fund is contained in paragraphs 28 to 31 of the present report.

Resolution 1992/17. Convention on the Elimination of All Forms of Discrimination against Women

Section 21. Social development and humanitarian affairs

9. By paragraphs 1 and 2 of its resolution 1992/17, the Economic and Social Council decided to support the request of the Committee on the Elimination of Discrimination against Women for additional meeting time and also to support the proposal that the twelfth session of the Committee should be of three weeks' duration to remove its backlog in considering reports, and recommended that three weeks be allocated for each subsequent session for the purpose until the problem of the backlog is resolved.

10. The above-mentioned activities would entail additional costs in relation to the daily subsistence allowance for 23 members of the Committee for an additional 7 days of each annual session and conference-servicing requirements for 10 additional meetings. The costs of the extended twelfth session of the Committee in 1993 would amount to $40,000 for substantive requirements under section 21 and $74,400 for conference-servicing requirements under section 41 of the programme budget for the biennium 1992-1993. Those costs represent the additional requirements not provided for in the programme budget.

Resolution 1992/18. Violence against women in all its forms

Section 21. Social development and humanitarian affairs

11. Under the terms of paragraph 5 of its resolution 1992/18, the Economic and Social Council decided to convene in 1992 at Vienna an inter-sessional working group of the Commission on the Status of Women, open to all Member States and observer States, to develop further a draft declaration on violence against women, taking into account the draft declaration contained in the appendix to the report of the Secretary-General, 1/ and to report to the Commission at its thirty-seventh session, with a view to recommending a draft declaration to the General Assembly for adoption, through the Economic and Social Council. The programme budget for the biennium 1992-1993 does not include provisions for the convening of such an inter-sessional working group.

12. The costs relating to the convening of the working group were provisionally estimated at $145,000 for the travel of participants (45 members of the Commission, one representative of each national liberation movement receiving standing invitations under the terms of General Assembly resolution 3280 (XXIX) and one staff member from Headquarters to service the meeting) and at $139,400 for the related conference-servicing requirements.

13. The meeting was scheduled for the period 31 August to 4 September 1992. Under the provisions of General Assembly resolution 46/187 of 20 December 1991, on unforeseen and extraordinary expenses for the biennium 1992-1993, the concurrence of the Advisory Committee on Administrative and Budgetary Questions to enter into commitments under section 21 in an amount up to $140,000 for the holding of the meeting was sought. Authorization was obtained subject to reporting of the actual costs to the Assembly in accordance with the procedure for the use and operation of the contingency fund. The meeting took place as scheduled and the related expenditures, including unliquidated obligations, amounted to $54,500. Those costs represent additional requirements under section 21.

Resolution 1992/20. Advancement of women and human rights

Section 21. Social development and humanitarian affairs

14. Under the terms of paragraph 6 of its resolution 1992/20, the Economic and Social Council requested the Commission on the Status of Women to establish, during its thirty-seventh session, an open-ended working group to consider its contribution to the World Conference on Human Rights.

15. The meeting of an open-ended working group of the Commission would require conference-servicing for four additional working days, with one meeting per day to be serviced in all official languages. The estimated conference-servicing requirements on a full-cost basis amount to $98,000.

Decision 1992/259. Extraordinary additional session for the Committee on Economic, Social and Cultural Rights

Section 28. Human rights

16. By its decision 1992/259, the Economic and Social Council, taking note of the long-standing backlog of States parties' reports awaiting consideration by the Committee on Economic, Social and Cultural Rights, many of which have been pending for well over two years, and being aware that such an abnormal situation seriously undermined the implementation of the International Covenant on Economic, Social and Cultural Rights, authorized on an exceptional basis, the holding of an extraordinary additional session of the Committee of three weeks' duration in the first half of 1993.

17. The Committee on Economic, Social and Cultural Rights normally holds 1 three-week session towards the end of each year. Travel and subsistence costs are paid for the 18 members of the Committee. Provision has been made in the programme budget for the biennium 1992-1993 for one session annually, amounting to $236,300 for the biennium. Therefore, the addition of one extraordinary session in 1993 would require an additional $118,000 under section 28 of the programme budget to cover the travel and subsistence costs of the members of the Committee.

18. The proposed extraordinary additional session of the Committee on Economic, Social and Cultural Rights would be convened at the United Nations Office at Geneva during the first half of 1993 for a duration of three weeks. The full cost of conference services to be provided to the Committee would amount to $655,800.

Decision 1992/270. Request for additional conference facilities during the thirty-seventh session of the Commission on the Status of Women

Section 21. Social development and humanitarian affairs

19. By its decision 1992/270, the Economic and Social Council decided to approve the convening of four additional meetings, with interpretation services, to be held simultaneously with the plenary meetings of the Commission on the Status of Women at its thirty-seventh session, for the purpose of considering, in informal meetings, the preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace.

20. The thirty-seventh session of the Commission will take place at Vienna in 1993. The Commission meets for eight working days, with two meetings per day. The programme budget for the biennium 1992-1993 does not include provisions for the additional meetings as recommended in the decision of the Economic and Social Council.

21. The estimated cost of holding four additional meetings, with interpretation services, to be held simultaneously with the plenary meetings, on a full-cost basis, would amount to $64,400.

Decision 1992/271. Integration of elderly women into development

Section 21. Social development and humanitarian affairs

22. By its decision 1992/271, the Economic and Social Council endorsed the request contained in resolution 36/4 of the Commission on the Status of Women, by which the Commission invited the Secretary-General to report to it at its thirty-eighth session on the establishment, on a country-by-country basis, of profiles concerning the present and future situation of women at all stages of their lives; an evaluation of analytical methods permitting the establishment of strategies and programmes for the integration of women in development; and the inclusion of gender criteria in numerical targets concerning ageing, which are being prepared by the Centre for Social Development and Humanitarian Affairs, and to report on the implementation of those programmes and targets to the International Conference on Population and Development, in 1994, and to the Fourth World Conference on Women: Action for Equality, Development and Peace, in 1995.

23. The report called for in resolution 36/4 of the Commission on the Status of Women would need to be prepared during 1992 and 1993 and would require nine work-months of consultancy at the P-3 level. The related costs of $45,000 could be accommodated in part from the consultancy provisions already included under section 21 of the programme budget for the biennium 1992-1993, through redeployment. Funds in the amount of $15,000 could be utilized for this purpose. The remaining costs ($30,000) represent additional requirements under section 21.

Decision 1992/272. Preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace

Section 23. Economic Commission for Africa

Section 24. Economic and Social Commission for Asia and the Pacific

Section 26. Economic Commission for Latin America and the Caribbean

Section 27. Economic and Social Commission for Western Asia

24. By its decision 1992/272, the Economic and Social Council endorsed resolution 36/8 of the Commission on the Status of Women, which the Commission, acting as the preparatory body for the Conference, adopted at its thirty-sixth session.

25. Resolution 36/8 envisaged a number of activities to be undertaken in the course of preparation for and the holding of the Conference. Those activities and related cost estimates are detailed in the statement of programme budget implications submitted to the Economic and Social Council at its substantive session of 1992. 2/ It should be noted that the cost estimates for the Conference differ substantially from those reported to the Economic and Social Council in 1990 on a preliminary basis, 3/ owing to a number of additional activities and new parameters for the Conference decided upon by the Commission. The budget for the Conference was increased as follows (at comparable 1992 revised rates):

	Substantive costs	Conference-servicing costs
	(United States dollars)	
Preliminary cost estimates (on the basis of document E/1990/25/Add.1)	1 691 100	1 188 500
Revised costs estimates (on the basis of document E/1992/24/Add.2)	2 761 200	2 715 000
Increase	1 070 100	1 526 500

26. To a large extent, the increase in the costs of the Conference relates to the biennium 1994-1995. As far as the biennium 1992-1993 is concerned, the costs of the preparatory activities are estimated at $572,200. It should be noted that the programme budget for the biennium 1992-1993 includes a provision of $522,200 under section 21 in relation to the preparation for the Conference for general temporary assistance ($482,600) and for related operational costs ($39,600).

27. The revised programme of preparatory activities requires, therefore, an additional provision of $50,000 for the current biennium over and above the provisions made in the programme budget. That provision relates to regional preparatory activities which had not been foreseen at the time of the submission of preliminary cost estimates for the Conference, namely one ad hoc expert group meeting to be convened in the ECA region in 1993 ($20,000) and consultants services in preparation for regional activities by ECA, ESCAP, ECLAC and ESCWA ($30,000).

Contingency fund

28. In summary, the requests contained in the resolutions and decisions described above would give rise to additional requirements ($292,500) in the following sections of the programme budget for the biennium 1992-1993:

Resolution/decision	Consultants	Ad hoc expert groups	Travel of representatives	Total
Section 21				
Convention on the Elimination of All Forms of Discrimination against Women (1992/17)	-	-	40 000	40 000
Violence against women in all its forms (1992/18)	-	-	54 500	54 500
Integration of elderly women into development (1992/271)	30 000	-	-	30 000
Sections 23, 24, 26 and 27				
Preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace (1992/272)	30 000	20 000	-	50 000
Section 28				
Extraordinary additional session of the Committee on Economic, Social and Cultural Rights (1992/259)	-	-	118 000	118 000
Total	60 000	20 000	212 500	292 500

29. It will be recalled that, under the procedures established by the General Assembly in its resolutions 41/213 of 19 December 1986 and 42/211 of 21 December 1987, a contingency fund is established for each biennium to accommodate additional expenditures derived from legislative mandates not provided for in the programme budget. Also, each statement of programme budget implications and each proposal for revised estimates should contain alternatives to the financing from the contingency fund of the proposed new activities.

30. The implementation of the following activities of low priority would be postponed to the next biennium in the event that the additional requirements arising from the above resolutions and decisions of the Economic and Social Council could not be met from the contingency fund:

Section 21. Social development and humanitarian affairs

Programme C. Advancement of women
Subprogramme 1. Equality
Activities

3. Published material: publication on achievements of States parties to the Convention on the Elimination of All Forms of Discrimination against Women and obstacles encountered in implementing the Convention ($27,600)

Section 23. Economic Commission for Africa

Subprogramme 8. Advancement of women
Activities

4 (b). Group training: workshop on accessing women to credit ($25,200)

Section 24. Economic and Social Commission for Asia and the Pacific

Subprogramme 15. Women in development
Activities

2 (b). Non-recurrent publication: implementation of the Nairobi Forward-looking Strategies in the ESCAP region ($8,000)

Section 26. Economic Commission for Latin America and the Caribbean

Subprogramme 9. Social development
Activities

1. Non-recurrent publication on the significance and internal constitution of the formal and informal sectors of the labour force in various national situations ($6,900)

Section 27. Economic and Social Commission for Western Asia

Subprogramme 13. Women and development
Activities

2 (a). Recurrent publication on studies on women and development ($10,200)

The funds relating to the activities listed above would be used to finance the activities under decisions 1992/271 and 1992/272 in the event that the resources from the contingency fund would not be available for that purpose.

31. It was not possible to identify activities which could be terminated, deferred, curtailed or modified during the current biennium to finance the costs of the activities under resolutions 1992/17 and 1992/18 and decision 1992/259, totalling $212,500. In the event that resources from the contingency fund would not be available to finance activities under resolution 1992/17 and decision 1992/259, implementation of these activities would be postponed to the biennium 1994-1995. As regards the expenditures incurred in connection with the activities under resolution 1992/18, which have already taken place, the related expenditures ($54,500) in that case would be reported to the General Assembly in the context of the final performance report on the programme budget for the biennium 1992-1993.

32. As regards the substantive requirements for the biennium 1994-1995 ($2,269,000), they will be dealt with at the time of the preparation of the proposed programme budget for that biennium.

33. In conclusion, subject to the guidelines for the use and operation of the contingency fund, an additional appropriation of $292,500 is requested for the biennium 1992-1993, broken down as follows:

	United States dollars
Section 21	124 500
Section 23	27 500
Section 24	7 500
Section 26	7 500
Section 27	7 500
Section 28	118 000
Total	292 500

Notes

1/ E/CN.6/1992/4.

2/ E/1992/24/Add.2.

3/ See E/1990/25/Add.1.

ANNEX

SUMMARY OF ESTIMATES OF PROGRAMME BUDGET IMPLICATIONS OF RESOLUTIONS AND DECISIONS ADOPTED BY THE ECONOMIC AND SOCIAL COUNCIL AT ITS SUBSTANTIVE SESSION OF 1992

(United States dollars)

Resolution/ decision number	Title	Statement of programme budget implications	Substantive costs		Conference-servicing costs	
			1992-1993 a/	1994-1995 a/	1992-1993 a/	1994-1995 a/
1992/17	Convention on the Elimination of All Forms of Discrimination Against Women	E/1992/24/Add.1	40,000	80,000 b/	74,400	148,800 b/
1992/18	Violence against women in all its forms	E/1992/24/Add.1	54,500	-	139,400	-
1992/20	Advancement of women and human rights	E/1992/24/Add.1	-	-	98,000	-
1992/22	Implementation of General Assembly resolution 46/152 concerning operational activities and coordination in the field of crime prevention and criminal justice	E/1992/30/Add.1 c/	-	-	-	-
1992/24	Preparations for the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders	E/1992/30/Add.1 c/	-	-	-	-
1992/259	Extraordinary additional session for the Committee on Economic, Social and Cultural Rights	E/1992/23/Add.1	118,000	-	655,800	-
1992/270	Request for additional conference facilities during the thirty-seventh session of the Commission on the Status of Women	E/1992/24/Add.1	-	-	64,400	-
1992/271	Integration of elderly women into development	E/1992/24/Add.1	30,000	-	-	-
1992/272	Preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace	E/1992/24/Add.2	572,200 d/	2,189,000	-	2,715,000
1992/305	The situation of human rights in the territory of the former Yugoslavia	E/1992/22/Add.1/ Rev.1, Annex III.	100,000 e/	-	212,000	-
	TOTAL		914,700	2,269,000	1,244,200	2,863,800

a/ At revised 1992 rates.

b/ Costs of the additional 7 days for the thirteenth and fourteenth sessions of the Committee on the Elimination of Discrimination against Women, assuming that extensions of the sessions would still be required in the biennium 1994-1995 to deal with the backlog.

c/ On an exceptional basis and in line with the provisions of General Assembly resolution 46/152, cost estimates for the activities under these resolutions will be submitted to the Assembly at its forty-seventh session in the context of a separate report on the revised estimates under section 21 of the programme budget for the biennium 1992-1993.

d/ Including a provision of $522,200 made for this purpose under section 21 of the programme budget for the biennium 1992-1993.

e/ See para. 6 above.

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Forty-seventh session
FIFTH COMMITTEE
Agenda item 124

ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Note by the Secretary-General

The Secretary-General has the honour to transmit to the Fifth Committee, upon the request of the Permanent Representative of the Czech and Slovak Federal Republic to the United Nations, the attached correspondence regarding agenda item 124.

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Annex I

Letter dated 28 September 1992 from the Permanent Representative of Czechoslovakia to the United Nations addressed to the Chairman of the Fifth Committee

I have the honour to transmit herewith a copy of the note sent to the Secretary-General on 21 September 1992.

I request that you submit the Czechoslovak request contained in the note for discussion in the Fifth Committee at the forty-seventh session of the General Assembly under agenda item 124.

(Signed) Eduard KUKAN
Ambassador
Permanent Representative

Appendix

Note verbale dated 14 September 1992 from the Permanent Representative of Czechoslovakia to the United Nations addressed to the Secretary-General

The Permanent Representative of the Czech and Slovak Federal Republic presents his compliments to the Secretary-General of the United Nations and, with reference to paragraph 6 in section III of the report of the Fifth Committee entitled "Financing of the United Nations Observer Mission in El Salvador" (document A/46/924 dated 21 May 1992) which requests "the Secretary-General to report to the forty-seventh session of the General Assembly on anomalies in the allocation of countries to the four groups contained in General Assembly resolution 43/323, as adjusted by the Assembly in its resolutions 44/192 B, 45/269 and 46/198 A ...", wishes to draw attention to certain grave facts in connection with the inclusion of the Czech and Slovak Federal Republic in group "b" in the scheme of sharing the costs of the United Nations peace-keeping operations.

1. Czechoslovakia was included in group "b" in 1973 by General Assembly resolution 3101 (XXVIII). Since that time the economic situation in Czechoslovakia has been marked by a number of negative changes.

During the 1980s, the Czechoslovak economy experienced a decline in the efficiency of production, a growing indebtedness and considerable economic losses resulting from the unfavourable development of real exchange rates. The developments at the end of the 1980s have been further complicated by a slower growth of national income, an unfavourable balance of foreign trade and long-term chronic structural problems with unfavourable impacts on the state of the Czechoslovak balance of payments.

2. Czechoslovakia is now passing through the first stage of its economic reform, which is taking place in a complicated situation of a disintegrating market of the former Council for Mutual Economic Assistance, marketing and financial crises of Czechoslovak enterprises and a restrictive policy in the financial and credit fields.

Owing to the complicated internal and external economic situation and the ongoing process of transformation, Czechoslovakia has requested appropriate international monetary institutions as well as a number of countries to grant it financial assistance. Funds needed to offset the deficit in the balance of payments were estimated in 1991 to reach the sum of $2.5 billion from external sources. An additional sum of $1.5 billion has to be added which has become necessary to compensate the negative external influences.

The situation in the past two years has been documented by the following figures: the gross national product in current prices in 1990 represented 811,305 million koruny and in 1991 represented an estimated 977,755 million Kčs. The national income represented in 1990 $38,144,000 and

in 1991 estimated at $27,991,000 when using the exchange rate of 17.95 Kčs/1 United States dollar in 1990 and 29.48 Kčs/1 United States dollar in 1991. The national income per capita in 1990 was $2,435 and in 1991 $1,794.

3. To embellish the true state of the Czechoslovak economy, a complicated system of exchange rates of the Czechoslovak koruna was used until the Czech and Slovak Federal Republic became in 1990 a member of the International Monetary Fund (IMF). While in documents used by the United Nations as a statistical background to determine the Czechoslovak contribution to the regular budget of the United Nations (for instance document A/CN.2/R.544), an exchange rate for the years 1988 and 1989 is stated as 9.3 Kčs/United States dollar and 9.8 Kčs/United States dollar, respectively, IMF quotes in its financial statistics (International Financial Statistics, Yearbook 1991, April 1992) as exchange rates for the same period (period averages) 14.36 Kčs/1 United States dollar and 15.05 Kčs/1 United States dollar. If exchange rates quoted by IMF were used, the calculation of the per capita national income in Czechoslovakia would have been lower than when using the exchange rates presented at that time by the Czechoslovak side.

4. The Czech and Slovak Federal Republic remains to be included in group "b", called "economically developed Member States", and not in group "c" in spite of the fact that its present per capita national income is lower than that of certain others, including European countries, included in group "c".

5. Czechoslovakia has always made efforts to fulfil its financial obligations towards the United Nations in accordance with the Charter of the United Nations. It belongs among the few countries which are paying their contributions to the regular budget of the Organization in time and in full in compliance with the appropriate financial rules of the United Nations. In its payments to the budgets of the United Nations peace-keeping operations, it also strives not to encumber further the already difficult financial situation of the United Nations, although it is not always able to make all the payments on time.

6. The Government of the Czech and Slovak Federal Republic, proceeding from the above-mentioned facts, strives in accordance with the economic reality to reflect the above-mentioned facts also in the size of its contributions to the United Nations peace-keeping operations. This is why it has decided to ask the General Assembly at its forty-seventh session to correct the existing anomaly of including the Czech and Slovak Federal Republic in group "b" in the scheme of financing of peace-keeping operations and to move Czechoslovakia to group "c". The Government of the Czech and Slovak Federal Republic hopes that in view of the above-mentioned facts its request will be given favourable consideration.

Annex II

Letter dated 30 September 1992 from the Under-Secretary-General for Administration and Management addressed to the Permanent Representative of Czechoslovakia to the United Nations

On behalf of the Secretary-General, I would like to thank you for your letter of 14 September 1992 requesting that the attention of the General Assembly be drawn to the anomalies in the allocation of countries to the four groups contained in General Assembly resolution 43/232 and subsequent resolutions, with respect to the Czech and Slovak Federal Republic.

The report of the Secretary-General on the administrative and budgetary aspects of the financing of the United Nations peace-keeping operations will be submitted shortly to the General Assembly and will be considered by the Fifth Committee under agenda item 124. I would like to assure you that in presenting this document to the Fifth Committee the Secretariat will ensure that the Committee is duly informed of the concerns contained in your letter.

(Signed) Dick THORNBURGH
Under-Secretary-General
for Administration and Management